

Contract Information Represented Units	*Professional Engineers and Technicians	*Fremont Association of City Employees (FACE) **Confidential EE's (TCON)	*Teamster Police Dept Non Sworn	*Operating Engineers Local #3
	*PETA	*FACE / ** TCON	*TEAM	*OE3
<b>Contract Eff Date</b>	7/1/2002	7/1/2000	7/1/2000	7/1/2000
<b>Contract End Date</b>	6/30/2006	6/30/2003	6/30/2003	6/30/2003
<b>Last Salary Increase Date</b> Amount of increase	6/29/2003 3.185%	6/30/2002 4%	6/30/2002 4%	6/30/2002 4%
<b>Next Salary Increase</b> Date of increase Amount of increase	6/27/04 3.185%	6/29/2003 To be Negotiated	6/29/2003 To be Negotiated	6/29/2003 To be Negotiated
<b>PERS Retirement Plan</b> Single Highest Year 1959 Survivor Benefit <b>City Contribution 8/11/2002</b> <b>Member Contribution</b> *PERS Deductions under IRS CODE 414 (h) (2)	8/11/2002 2.5% @ 55 4.506% 8%	8/11/2002 2.5% @ 55 4.506% 8%	8/11/2002 2.5% @ 55 4.506% 8%	8/11/2002 2.5% @ 55 4.506% 8%
<b>Deferred Compensation</b>	Voluntary EE pays	Voluntary EE pays	Voluntary EE pays	Voluntary EE pays
<b>Uniform (Annual)</b>	N/A	(Depends on Classification)	(Depends on Classification)	N/A
<b>Shoes (Annual)</b>	N/A	N/A	N/A	\$150
<b>Gloves (Annual)</b>	N/A	N/A	N/A	\$50
<b>Tools (Annual)</b>	N/A	N/A	N/A	\$500
<b>Training Pay</b>	N/A	5% of Base Pay	5% of Base Pay	N/A
<b>Tuition Reimbursement</b>	N/A	\$600 Max Per EE per fiscal year \$10,000 Max per fiscal year for all employees	N/A	\$ 600 Max per EE per fiscal year
<b>Acting Pay</b>	5% of Base for Acting Pay 5 day minimum assignment 10% Acting in Mgmt Class 5 day minimum assignment	Higher of Step 5 or 5% of Base for acting assignment (5 day Min) Bottom or 10% for Acting Mgmt 5 day minimum assignment	5% of Base for Acting Pay 5 day minimum (cumulative)	5% of Base for Acting Pay 5 day minimum (cumulative)
<b>Call Back Pay (Base Pay)</b>	2 hours	2 hours	3 hours	2 hours
<b>Stand By Pay (Base Pay)</b>	2 hrs Pd for 8-16 hrs 3 hrs Pd for 16-24 hrs	N/A	N/A	N/A
<b>Administrative Assignment Pay</b>	N/A	N/A	5% of Base Per Pay Per	N/A
<b>Shift Differential</b>	N/A	N/A	3.72% of Base Per Pay Period for 40 Hr Schedule	N/A
<b>Anniversary Pay/Bonus</b>	N/A	One Time Bonus at 15 Years = \$500 20 Years = \$500	Annual Bonus 15 years = \$375 20 years = \$750	One Time Bonus at 20 years = \$500
<b>Bilingual Pay</b> \$12,000 fund per fiscal year for bilingual pay-criteria to be determined by JLMC (for no more than 20 ee's)	N/A	FACE \$20 per pay period or \$40 per pay period for Police Dept Employees Max 20 EE's in Barg Unit	N/A	N/A

BENEFIT PLANS AVAILABLE	PETA	FACE / TCON	TEAM	OE3
<b>City Paid Health Benefits Allowance (HBA)</b> <b>Health Plans provided:</b> Excess HBA over premium amount is paid to employee as taxable ABC Cash (cafeteria plan)	1/1/2003 \$800.00 HBA per month CalPERS Health Plans Premium Depends on Plan (Above amounts include Dental Prem Allowance)	7/1/2002 \$643.81 HBA per month CalPERS Health Plans Premium Depends on Plan	7/1/2002 \$690.00 HBA per month Teamster Trust Fund Monthly Premium for Teamster coverage is \$690.00 per month.	8/1/2002 \$793.00 HBA per month OE Local 3 Trust Fund Monthly Premium for OE3 coverage is \$898.00 per month.
<b>Dental Plans</b> Delta Plan for most. Premiums eff. 1/1/03	1/1/2003 Delta EE = \$ 33.96 Mo  Delta E1 = \$ 62.40 Mo Delta E2 = \$ 100.46 Mo  (Paid from HBA above)	1/1/2003 \$114.60 HBA per month  Delta Dental Plan = \$120.92 Mo Pacific Union Dental = \$ 72.46 Mo Mandatory enrollment - employee must choose one of the 2 plans.	Coverage is Included in Trust Premium Above	Coverage is Included in Trust Premium Above
<b>Vision Care (Vision Service Plan)</b> Voluntary enrollment Premiums eff. 1/1/03	Premium EE= \$8.74 Premium E1=\$13.86 Premium E2=\$24.85	Premium EE= \$8.74 Premium E1=\$13.86 Premium E2=\$24.85	Coverage is Included in Trust Premium Above	Coverage is Included in Trust Premium Above
<b>City Paid Life Insurance</b> Monthly premium rates Provider- Jefferson Pilot Financial	\$50,000 Coverage \$7.50 per month Dep Cov \$1500 \$0.35 per month	\$45,000 Coverage \$6.75 per month Dep Cov \$1500 \$0.35 per month	\$50,000 Coverage \$7.50 per month Dep Cov \$1500 \$0.35 per month	\$30,000 Coverage \$4.50 per month Dep Cov \$1500 \$0.35 per month
<b>Long Term Disability Insurance</b> Premium rate effective 1-1-2003	Monthly Benefit limit is 2/3 of Base Salary Prem is .981% of base sal Max Cov Sal=\$15,000 Mo Vountary=EE Paid	Monthly Benefit limit is 2/3 of Base Salary Prem is .981% of base sal Max Cov Sal=\$15,000 Mo FACE is Voluntary=EE Paid TCON is Mandatory & City Paid	Monthly Benefit limit is 2/3 of Base Salary Prem is .981% of base sal Max Cov Sal=\$15,000 Mo Voluntary=EE Paid	Monthly Benefit limit is 2/3 of Base Salary Prem is .981% of base sal Max Cov Sal=\$15,000 Mo Voluntary=EE Paid
<b>Supplemental Life Insurance</b> \$10,000 to \$300,000 Optional  Employee, Spouse, and Family Coverage is available	Voluntary Employee pays premium Cost Varies by Employee Age	Voluntary Employee pays premium Cost Varies by Employee Age	Voluntary Employee pays premium Cost Varies by Employee Age	Voluntary Employee pays premium Cost Varies by Employee Age
<b>AD&amp;D Insurance</b> Employee Paid Voluntary  Employee/Spouse/and Family	Voluntary Employee pays premium Cost Varies by Employee Age	Voluntary Employee pays premium Cost Varies by Employee Age	Voluntary Employee pays premium Cost Varies by Employee Age	Voluntary Employee pays premium Cost Varies by Employee Age
<b>Employee Assistance Plan</b> City Paid	\$4.15 per month	\$4.15 per month	\$4.15 per month	\$4.15 per month
<b>Retiree Health Benefits</b> Retirees have an option to remain under a City plan or enroll in a plan not sponsored by the City and still receive a reimbursement of premium costs up to the maximum amount specified in the MOU. This applies to each bargaining unit shown.	<b>Prem Reimbursed</b> Eff 7/1/02 \$200.00 Month	<b>Prem Reimbursed</b> Eff 7/1/2002    \$140.00 Monthly reimbursement amount	<b>Trust Fund Retiree Option to Continue Cov</b> Reimbursement of up to \$130.00 monthly for premium cost	<b>Trust Fund Coverage Continues</b> Retiree Pays the City for the Difference between the premium and the Max City Contribution amount <b>City Max Contribution Varies by Ret Date</b> See MOU for details Eff 7/02 = \$733 Mo. max Eff 7/03 = \$763 Mo. max

LEAVE PLANS	PETA	FACE / TCON	TEAM	OE3
<b>ACCRUABLE LEAVE-GENERAL</b> General Leave Hours accrue in place of Vacation and Sick Leave Hours <b>NOTE: Annual hours are broken into an hourly rate and the employee accrues based on hours worked</b>				
Accrual for 0 - 5 Years of Service <b>TOTAL ANNUAL ACCRUAL HRS</b>	192	192 210	192	192
Accrual for 6-10 Years of Service <b>TOTAL ANNUAL ACCRUAL HRS</b>	216	216 234	216	216
Accrual for 11-15 Years of Service <b>TOTAL ANNUAL ACCRUAL HRS</b>	240	240 258	240	240
Accrual for 15+ Years of Service <b>TOTAL ANNUAL ACCRUAL HRS</b>	264	264 282	264	264
<b>Maximum Accruals</b> Excess General Leave Accrual goes to Sick/Sabbatical Bank as shown. Floating Holiday accrues annually and hours are not carried over	1.5 x annual accrual excess to sick leave Sick/Sabb limit 300 hrs	1.5 x annual accrual excess to sick leave Sick/Sabb limit 520 hrs	1.5 x annual accrual excess to sick leave Sick/Sabb limit 300 hrs	1.5 x annual accrual excess to sick leave Sick/Sabb limit 350 hrs
<b>Floating Holiday (Non-Accruable)</b>	8	8 8	8	8
<b>Holidays</b>	12 days paid	12 days paid	12 days paid	12 days paid
<b>Catastrophic Leave Bank</b>	350 hours/fiscal years for Bargaining Unit	1000 hours/fiscal year for Bargaining Unit. Up to 12 hours of Catastrophic Leave may be used for bereavement-see MOU for rules on using leave.	500 Hours/fiscal year for Bargaining Unit	500 Hours/fiscal year for Bargaining Unit
<b>Bereavement Leave</b>	2 days (16 hours)	See above	N/A	N/A
<b>Emergency Leave Bank</b>	Personal Emergency Time (PET) City Wide Bank	Personal Emergency Time (PET) City Wide Bank	Personal Emergency Time (PET) City Wide Bank	Personal Emergency Time (PET) City Wide Bank
<b>NOTE: The Human Resources Department has prepared this benefit summary to provide a convenient reference tool for staff and other agencies. The information has been compiled using current MOU information and is only a brief summary of benefits. Please see the MOU's for specifics. MOU's are posted on the City's Intranet (internal) and Internet sites.</b>				

<b>FIRE and POLICE Units Contract Information</b>	<b>FIRE SWORN</b>	<b>FIRE DISPATCHERS</b>	<b>FREMONT POLICE ASSOCIATION FPA</b>
<b>Contract Eff Date</b>	7/1/1999	7/1/1999	7/1/1999
<b>Contract End Date</b>	6/30/2006	6/30/2006	6/30/2006
<b>PERS Retirement Plan</b> Single Highest Year / 1959 Survivor Benefit	<b>Eff 6/17/01</b> 3% @ age 50	<b>Eff 8/11/02</b> 2.5% @ age 55	<b>Eff 6-17-2001</b> 3% @ 50
<b>City Cost 7/1/2002</b>	Sworn 11.335%	Non-Sworn 4.506%	11.335%
<b>Member Contribution</b> *PERS Deductions under IRS code 414(h)(2) <b>NOTE: No Employer Pick up of EE cost</b>	9%	8%	9%
<b>Date of Last Salary Increase</b> Amount of increase Date of increase Amount <b>Next Scheduled Salary Increases</b> Date of increase Amount Date of increase Amount Date of increase Amount Date of increase Amount Date of increase Amount Date of increase Amount	<b>6/30/2002</b> 2% <b>1/1/2003</b> 1% Market Adjustment  <b>7/1/2003</b> 4% <b>1/1/2004</b> Possible 1% Market Adjustment <b>7/1/2004</b> 4% <b>7/1/2005</b> 4% <b>1/1/2006</b> Possible 1% Market Adjustment	<b>6/30/2002</b> 4% <b>1/1/2003</b> 1% Market Adjustment  <b>7/1/2003</b> 3.185% <b>1/1/2004</b> Possible 1% Market Adjustment <b>7/1/2004</b> 3.185% <b>7/1/2005</b> 4% <b>1/1/2006</b> Possible 1% Market Adjustment	<b>6/30/2002</b> 2% <b>1/1/2003</b> 1% Market Adjustment  <b>7/1/2003</b> 4% <b>1/1/2004</b> Possible 1% Market Adjustment <b>7/1/2004</b> 4% <b>7/1/2005</b> 4% <b>1/1/2006</b> Possible 1% Market Adjustment
<b>Deferred Compensation</b>	Voluntary	Voluntary	Voluntary
<b>Uniform (Annual)</b>	\$450	\$450	\$1,500
<b>FTO or Trainer Pay</b>	\$150 per month	\$150 per month	5% of base pay
<b>Special Pay Types</b>	5% of base for Hazmat Assignment 10% of Fire Fighter step 5 for ParaMed Pay  \$60 Mo EMT, 17.5% of base pay for Staff Capt Tiller Pay \$.0625 Hr	10% of base pay for Lead Dispatcher Assignment	5% of base for the following assignments Detective, Admin Officer, Personnel Officer  Comp Support Officer, Polygraph Officer Court Liason/Warrant Officer, Field Training Officer, Canine Officer, Crime Scene Invest, Commercial Enforcement Officer, Semi- permanent Traffic Officers
<b>Educational Incentive Pay</b>	Level 1 = \$ 64 Month (See MOU for Requirements)	Level 1 = \$ 64 Month (See MOU for Requirements)	EIP 1= 2.5% of Base (See MOU for Requirements)
<b>Bilingual Pay</b>	N/A	N/A	\$100 per month
<b>Acting Pay</b>  <b>Prem is .981% of base sal</b>	5% of Employee Base/Per Pay Period (See MOU for exceptions)	5% of Employee Base/Per Pay Period (See MOU for exceptions)	5% of Employee Base/Per Pay Period after 40 Hours in assignment
<b>Call Back Pay</b> <b>Court Pay</b> <b>Stand By Pay</b>	3 hours base pay (See MOU for exceptions) N/A N/A	3 hours base pay (See MOU for exceptions) N/A N/A	2 hours base pay 4 hours base pay (See MOU for details) \$100 Week Investigative pay
<b>Longevity Pay Bonus</b>	Eff 7-1-96 19 yrs Serv= Add'l 1.8% of base pay Eff 7/1/2001  26 years = Add'l 5.8% of base pay 27 years = Add'l 3.0% of base pay 28 years = Add'l 1.4% of base pay	Eff 7-1-96 19 yrs Serv= Add'l 1.8% of base pay Eff 7/1/2001  26 years = Add'l 5.8% of base pay 27 years = Add'l 3.0% of base pay 28 years = Add'l 1.4% of base pay	Eff 7/1/96 19 yrs Serv = 2.5% of base Eff 7/1/2001 24 years = Add'l 2.3% of base pay 26 years = Add'l 4.6% of base pay 27 years = Add'l 2.3% of base pay 28 years = Add'l 1.2% of base pay

Revised 3/5/03

LEAVE PLANS	FIRE SWORN & FIRE DISPATCHERS	FPA
Vacation	<b>Eff 7/1/01</b> <b>Leave Hrs accrued per hour worked</b> 0-5 years = 0.054258 6-10 years = 0.070055 11-15 years = 0.085852 16-20 years = 0.097184 21-26 years = 0.101305 27 years = 0.043613 28 years = 0.008929	<b>Eff 7/1/01</b> <b>Leave Hrs accrued per hour worked</b> 0-5 years = .046154 6-10 years = .057692 11-15 years = .065385 16-20 years = .076923 21-26 years = .080769 27 years = .0034615 28 years = .011538 29 years = Zero
Floating Holiday (Non-accruable)	N/A	8
Sick Leave	<b>Eff 7-1-01</b> <b>Leave Hrs accrue per hour worked</b> All shifts = .04945 per hour worked	<b>Eff 7-1-01</b> <b>Accrues per pay period</b> 0-24 yrs = Ann/96 hours=3.692 per pay period 25+ yrs= Annual/48 = 1.846 per pay period
Leave Cap	2 x annual accrual	2 x annual accrual excess to sick leave Sick/Sabb limit 1040 hrs
Leave liquidation program	None	0-24 years = 6 Sick Leave Days annually at 25+ years= none
Holiday Leave / Pay out	12 day bank with pay out options See Mou for details	96 hour bank with payout options See MOU for pay out details
Emergency Leave Bank (Bereavement)	Yes/Max 3 shifts for 56 hr or 5 days for 40 hr shift	Yes/Max 5 days
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<b>Contract Information</b>	<b>Fremont Association of Management Employees FAME</b>	<b>FAME SAFETY Management</b>	<b>Unrep Fremont Officials "UFO'S" ** Dep City Mgr / Asst City Mgr (2)</b>
<b>Contract Eff Date</b>	7/1/2001	7/1/2001	7/1/2001
<b>Contract End Date</b>	6/30/2007	6/30/2007	
<b>PERS Retirement Plan</b>	<b>8/11/2002</b>	<b>6/17/2001</b>	<b>8/11/2002</b>
Single Highest Year / 1959 Survivor Benefit	2.5% @ 55	3% @ 50	2.5% @ 55
<b>City Cost 8/11/02</b>	4.506%	11.335%	4.506%
<b>Member Contribution</b>	8%	9%	8%
*PERS Deductions under IRS code 414 (h) (2)			
<b>Date of Last Salary Increase</b>	<b>6/30/2002</b>	<b>6/30/2002</b>	<b>6/30/2002</b>
Amount of increase	4% 1% Market Adjustment 12/29/02	3% 1% Market Adjustment 12/29/02	4% 1% Market Adjustment 12/29/02
<b>Next Salary Increase Schedule</b>	<b>7/1/2003</b>	<b>7/1/2003</b>	<b>7/1/2003</b>
Amount of increase	3.185%	3%	3.185%
<b>Date of Increase</b>	<b>7/1/2004</b>	<b>7/1/2004</b>	<b>7/1/2004</b>
Amount of increase	3.185% Possible 1% Market Adjustment 1/1/04	4% Possible 1% Market Adjustment 1/1/04	3.185% Possible 1% Market Adjustment 1/1/04
<b>Date of Increase</b>	<b>7/1/2005</b>	<b>7/1/2005</b>	<b>7/1/2005</b>
Amount of increase	4% Possible 1% Market Adjustment 1/1/06	4% Possible 1% Market Adjustment 1/1/06	4% Possible 1% Market Adjustment 1/1/06
<b>Date of Increase</b>	<b>7/1/2006</b>	<b>7/1/2006</b>	<b>7/1/2006</b>
Amount of increase	4%	4%	4%
<b>Deferred Compensation 457 Plan</b>	Voluntary	Voluntary	Annual City Contribution to plan: Assistant City Attorney - \$2,000 Assistant City Manager - \$8,500 Deputy City Manager - \$11,000 Economic Dev Director - \$10,000 Human Resources Director- \$2,000 MARS Director - \$4,000 Neighborhood Resources Mgr - \$2,000 Senior Deputy City Attorney - \$2,000
<b>City Contribution to 401 (a) Def Comp Plan</b>	<b>6/30/2002</b>		<b>6/30/2002</b>
	2% of base pay	N/A	2% of base pay
<b>Car Allowance</b>	N/A	N/A	Asst. City Attorney - \$450/month
<b>Uniform (Annual)</b>	N/A	\$1,500 PD \$1,000 Fire	Economic Dev Director - \$450/month Redevelopment Agency Dir - \$250/month Asst. City Manager - \$450/month
<b>Anniversary Pay/Bonus</b>	N/A	N/A	N/A
<b>Tuition Reimbursement</b>	Tuition Reimbursement Max \$12,500 Per EE For period of 7/1/02 to 6/30/07	Tuition Reimbursement Max \$12,500 Per EE For period of 7/1/02 to 6/30/07	Tuition Reimbursement Max \$12,500 Per EE For period of 7/1/02 to 6/30/07

BENEFIT PLANS AVAILABLE	FAME	FAME Safety	Dep City Mgr /Asst City Mgr
<b>Health Benefits Allowance (HBA)</b> Max HBA will be the lesser of the total premium amounts for Kaiser family, dental family, and vision family level or the maximum HBA shown. Current year is the actual HBA in effect Any excess HBA over premium costs is paid to employee as taxable income (Section 125 Cafeteria Plan)	CalPERS Medical Plans Max HBA  1/1/2003 = \$787 1/1/2004 = \$866* 1/1/2005 = \$953* 1/1/2006 = \$1048* 1/1/2007 = \$1153*	CalPERS Medical Plans Max HBA  1/1/2003 = \$787 1/1/2004 = \$866* 1/1/2005 = \$953* 1/1/2006 = \$1048* 1/1/2007 = \$1153*	CalPERS Medical Plans Max HBA  1/1/2003 = \$787 1/1/2004 = \$866* 1/1/2005 = \$953* 1/1/2006 = \$1048* 1/1/2007 = \$1153*
	*These amounts are possible maximums, actual amount is based on an Index-See MOU for details.		
<b>Dental Plan Allowance/Premium (Delta)</b>  City contribution included in HBA above	1/1/2003 Delta EE = \$ 33.96 Mo Delta E1 = \$ 62.40 Mo Delta E2 = \$ 100.46 Mo (Paid from HBA above)	1/1/2003 Delta EE = \$ 33.96 Mo Delta E1 = \$ 62.40 Mo Delta E2 = \$ 100.46 Mo (Paid from HBA above)	1/1/2003 Delta EE = \$ 33.96 Mo Delta E1 = \$ 62.40 Mo Delta E2 = \$ 100.46 Mo (Paid from HBA above)
<b>Vision Care (VSP Plan)</b> City contribution included in HBA above Premiums effective 1/1/03	Premium EE= \$8.74 Premium E1=\$13.86 Premium E2=\$24.85	Premium EE= \$8.74 Premium E1=\$13.86 Premium E2=\$24.85	Premium EE= \$8.74 Premium E1=\$13.86 Premium E2=\$24.85
<b>City Paid Life Insurance</b>  Premium   Premium	\$100,000 Employee Cov \$15.00 per month \$1500 Dependent Cov \$0.35 per month	\$100,000 Employee Cov \$15.00 per month \$1500 Dependent Cov \$0.35 per month	\$100,000 Employee Cov \$15.00 per month \$1500 Dependent Cov \$0.35 per month
<b>Long Term Disability Insurance</b> Premium effective 1-1-2001  Mandatory - Employee Paid	Monthly Benefit limit is 2/3 of Base Salary Prem is .981% of base sal Max Cov Sal=\$15000 Mo	Monthly Benefit limit is 2/3 of Base Salary Prem is .981% of base sal Max Cov Sal=\$15000 Mo	Monthly Benefit limit is 2/3 of Base Salary Prem is .981% of base sal Max Cov Sal=\$15000 Mo
<b>Supplemental Life Insurance</b> \$10,000 to \$300,000 Voluntary Employee/Spouse/and Family Voluntary Insurance	Voluntary Employee pays premium	Voluntary Employee pays premium	Voluntary Employee pays premium
<b>AD&amp;D Insurance</b> Voluntary Insurance Employee/Spouse/and Family	Voluntary Employee pays premium	Voluntary Employee pays premium	Voluntary Employee pays premium
<b>Employee Assistance Plan</b> City Paid	\$4.15 per month	\$4.15 per month	\$4.15 per month
<b>Retiree Health Benefits</b> For information on retiree health benefits for employees who retired prior to 7/1/99, see the MOU.	<b>Benefits for employees who retired between 7/1/99 and 7/1/01:</b>		
	<b>Eff 7/1/99</b> Based on Yrs of Serv 0-9 yrs = \$200 10-19 yrs = \$225 20-29 yrs = \$250 30+ yrs = \$275	<b>Eff 7/1/99</b> Based on Yrs of Serv 0-9 yrs = \$200 10-19 yrs = \$225 20-29 yrs = \$250 30+ yrs = \$275	<b>Eff 7/1/99</b> Based on Yrs of Serv 0-9 yrs = \$200 10-19 yrs = \$225 20-29 yrs = \$250 30+ yrs = \$275
	<b>Effective 7/1/02, employees retiring on or after 7/1/01 with 20+ years of service</b> For these units, employees who retired prior to 7/1/01 with 20 or more years of service at the date of retirement will receive the Kaiser premium for single party coverage in effect on 1/1/01 (210.17). Employee who retired prior to 7/1/01 with less than 20 years of service will continue to receive the amount detailed above.		
	<b>Effective 7/1/03, employees retiring on or after 7/1/01 with 25+ years of service</b> Employees who retired on or after 7/1/01 with 25+ yrs of service receive the Kaiser 2 party rate in effect 1/1/03 or the date of the employee's retirement, whichever is later.		
<b>NOTE: For this benefit, credit of up to 10 years of service with another public agency will be given</b>			



LEAVE PLANS	FAME	FAME Safety	Dep City Mgr / Asst City Mgr
<b>Annual Amounts</b>	General Leave hours accrue in place of Vacation and Sick Leave Hours.		
<b>ACCRUABLE LEAVE-GENERAL</b>			
Accrual for 0 - 5 Years of Service			
<b>TOTAL ANNUAL ACCRUAL HRS</b>	<b>128</b>	<b>108</b>	<b>128</b>
Accrual for 6-10 Years of Service			
<b>TOTAL ANNUAL ACCRUAL HRS</b>	<b>152</b>	<b>132</b>	<b>152</b>
Accrual for 11-15 Years of Service			
<b>TOTAL ANNUAL ACCRUAL HRS</b>	<b>164</b>	<b>132</b>	<b>164</b>
Accrual for 16+ Years of Service			
<b>TOTAL ANNUAL ACCRUAL HRS</b>	<b>188</b>	<b>See below</b>	<b>188</b>
<b>ADDITIONAL ACCRUAL FOR FAME SAFETY</b>			
Accrual leave / 16-24 years of service	<b>N/A</b>	<b>156</b>	<b>N/A</b>
<b>NON-ACCRUABLE LEAVE</b>			
For 0 - 10 Years of Service			
Non-Accrual	104	80	104
Floating Holiday	8	8	8
<b>TOTAL NON-ACCRUABLE HOURS</b>	<b>112</b>	<b>88</b>	<b>112</b>
For 11-15 Years of Service			
Non-Accrual	116	104	116
Floating Holiday	8	8	8
<b>TOTAL NON-ACCRUABLE HOURS</b>	<b>124</b>	<b>112</b>	<b>124</b>
For OVER 16+ Years of Service			
Non-Accrual	116	<b>See below</b>	116
Floating Holiday	8		8
<b>TOTAL NON-ACCRUABLE HOURS</b>	<b>124</b>		<b>124</b>
<b>ADD'L NON-ACCRUABLE FOR FAME SAFETY</b>			
For 16-24 Years of Service			
Non-Accrual	N/A	104	N/A
Floating Holiday		8	
<b>TOTAL NON-ACCRUABLE HOURS</b>		<b>112</b>	
For 25+ Years of Service			
Non-Accrual	N/A	56	N/A
Floating Holiday		56	
<b>TOTAL NON-ACCRUABLE HOURS</b>		<b>112</b>	
NOTE: Floating Holiday and non-accrual hours accrue annually and hours are not carried over. For Non-Safety employees floating holiday hours are not available for pay out at any time. See MOU for details on Safety employees' floating holiday hours.			
<b>Leave Cap</b>	1.5 x annual accrual excess to sick leave Sick/Sabb limit 1040 hrs	1.5 x annual accrual excess to sick leave Sick/Sabb limit 1040 hrs	1.5 x annual accrual excess to sick leave Sick/Sabb limit 1040 hrs
<b>Leave liquidation program</b>	See MOU	See MOU	See FAME MOU
<b>Holiday Leave / Pay out</b>	12 days paid	104 hr bank for sworn incl floating holiday	12 days paid
<b>Catastrophic Leave Bank</b>	1000 hours/fiscal yr for Bargaining Unit	1000 hours/fiscal yr for Bargaining Unit	
<b>Bereavement Leave</b>	2 days (16 hours)	2 days (16 hours)	2 days (16 hours)
<b>Emergency Leave Bank</b>			
Personal Emergency Time (PET) -City Wide	Yes	Yes	Yes
NOTE: The Human Resources Department has prepared this benefit summary to provide a convenient reference tool for staff and other agencies. The information has been compiled using current MOU information and is only a brief summary of benefits. Please see the MOU's for specifics. MOU's are posted on the City's Intranet (internal) and Internet sites. The UFO'S (Unrepresented Officials) do not have an MOU but have annual contracts which provide benefits similar to the FAME Memorandum and their benefits may not be exactly the same as the FAME group.			